

KGO-TV ANNUAL FCC - EQUAL EMPLOYMENT OPPORTUNITY PUBLIC FILE REPORT

AUGUST 1, 2005

This report covers the period from August, 2004 through July, 2005. Our station has a longstanding commitment to a policy of equal employment and advancement opportunities for all qualified individuals without regard to race, color, gender, marital status, religion, age, national origin or citizenship status, disability, sexual orientation, status as a Vietnam era or special disabled veteran, or any other protected characteristic as established by law.

This commitment to fair employment practices applies to every aspect of the employment process to ensure that equal consideration is extended to all employees and applicants in recruitment, selection procedures, employee development, performance evaluation, promotions, transfers, benefits and other aspects of employment.

It is our policy to promote the realization of equal employment opportunity through a positive, continuing program of specific recruitment, outreach, hiring, promotion and other practices designed to ensure the full realization of equal employment opportunity.

Employees and others believing they have not been treated in accordance with KGO-TV's EEO Policy are encouraged to contact Ana Rapadas, HR Coordinator, or Debra Farey, Human Resources Manager. In an effort to make the EEO policy even more effective and to ensure compliance with the requirements of the FCC, KGO-TV has committed to performing at least four of the long-term EEO recruitments set forth in the new FCC's EEO rules within a two-year period.

- **A. INITIATIVES**

1. **Internship Program:**

KGO-TV is continuing to offer internships to college and university students. An internship generally lasts 10-12 weeks, with each student working varying hours based on their schedule. The average intern works approximately 20 hours per week for school credit. The students are given the opportunity to work in a variety of departments and are paid minimum wage for their work.

Two months prior to the start of a semester, the HR Coordinator emails, faxes or mails an Internship Application Announcement to post in Career Centers at the following colleges:

University of San Francisco
Cal State University San Francisco
Cal State University East Bay
Cal State University San Jose
UC Berkeley
St. Mary's College
Notre Dame de Namur University
Santa Clara University
Dominican University
Stanford University

During the 2005 Summer semester (As of July 10, 2005), KGO-TV is hosting 17 interns working in News, Sports, Research, Public Affairs, IT, Sales, Seven On Your Side (KGO's Consumer Unit), Programming and Station Marketing.

2. Job Fairs:

KGO-TV participated in the following job fairs by staffing a booth with company personnel responsible for hiring decisions. They distribute information about careers in television; solicit applications; inform attendees of job posting; and encourage them to study broadcasting and participate in the KGO-TV internship program.

October 6, 2004- Notre Dame de Namur University, Find a Job/Internship at Lunch Program, attended by Andreana Rapadas, HR Coordinator.

November 10, 2004- San Francisco State University, Media Career Symposium, attended by Andreana Rapadas, HR Coordinator.

January 26, 2005- California State University, Hayward, Internship Fair, attended by Andreana Rapadas, HR Coordinator.

February 24, 2005- UC Berkeley, Internship & Summer Job Fair, attended by Andreana Rapadas, HR Coordinator

May 25, 2005- The San Francisco Lesbian, Gay, Bisexual, Transgender Community Center, Job Fair, attended by Andreana Rapadas, HR Coordinator.

3. Educational Outreach Programs

May 3, 2005: Kristen Sze was Mistress of Ceremony for the 16th Annual PBWC (Professional Business Women of California) Conference held at the Moscone Convention Center in San Francisco. The conference had 4,000 attendees and provided educational workshops for women in business.

May 20, 2005: Mimi Kwan, Director, Community Affairs served as a panelist for the Northern California Youth Leadership Seminar. This annual event allows Bay Area High School Sophomores (approx. 200) an opportunity to network with professionals in Media.

4. Community Outreach

May 5, 2005: Kristen Sze, News Anchor/Reporter was the Mistress of Ceremonies for the Child Care Coordinating Council (4Cs) Leadership Event held at the South San Francisco Convention Center.

May 18, 2005: Debra Farey, KGO-TV's Human Resources Manager was a "Hiring Experts" panel member for the 2005 Job Fair Series Workshop at The San Francisco Lesbian, Gay, Bisexual, Transgender Community Center located at 1800 Market Street, San Francisco. The Panel assisted attendees with job hunting tips, tactics, tools and techniques.

May 20, 2005: Janelle Wang, News Anchor/Reporter was the Mistress of Ceremonies for the San Francisco Suicide Prevention Organization. The event was called the "Sea of Hope" and took place at the Aquarium of the Bay at Pier 39.

May 22, 2005: David Louie, Reporter was recognized and honored as one of the founding members of AAJA (Asian American Journalists Association), San Francisco Bay Area Chapter. The AAJA dinner event was hosted by Yank Sing Restaurant (Rincon Center), San Francisco.

May 26, 2005: Thuy Vu was Mistress of Ceremonies for the East Bay Business Times "Women of Distinction" Awards ceremony held at the Palms Event Center in Pleasanton. This is an annual, well attended, East Bay event.

May 31, 2005: News Anchor/Reporter Jessica Aguirre and News Anchor/Reporter Thuy Vu were the Mistress of Ceremonies for the American Women in Radio and Television, 30th Annual Luncheon and 2005 Kudos Awards. This prestigious, well attended event was hosted at the Hotel Nikko in San Francisco.

June 14, 2005: Reporter David Louie served as Master of Ceremonies at the San Mateo County American Red Cross Heroes Breakfast. This event honors local "heroes" throughout a six county area.

5. Listing of Upper Level Openings:

KGO-TV forwards information on all openings in numerous job banks and media trade organizations that include substantial participation of women and minorities.

Since the effective date of the new FCC/EEO regulations, we have posted all openings with following media trade organizations as well as several other organizations as noted in Attachment C.

Asian American Journalists Association
American Women in Radio and Television
Bay Area Black Media Coalition
California Chicano News Media Association
Latinos in Communication
National Association of Black Journalists
National Association of Hispanic Journalists
Native American Journalist Association
Women in Communications Job Bank

• **B. POSITIONS FILLED**

A listing of all full-time position filled from August 1, 2004 until July 31, 2005 is attached as **Attachment A.**

EFFORTS TO IMPROVE MAILING LIST: Every job vacancy at KGO-TV is posted on the Company's website (www.abc7news.com) as well as on the ABC Corporate Job Posting list, which is forwarded to 84 organizations (see Attachment B). In addition, KGO-TV sends information on every job vacancy at KGO-TV to the 29 organizations listed on (Attachment C). The station's list is updated throughout the year through individual outreach to the organizations involved. In the Fall of 2004 we contacted each of the organizations named on the past mailing list and a number of organizations wished to be dropped from our list. Many of the organizations have cited the internet as a resource of job posting information and have requested that we not send additional updates to them. We then posted the following message on our Company's job posting website: ABC7 is an equal opportunity employer. We would like to widely publicize our job opportunities. Any organization that regularly distributes employment information to job seekers or that refers candidates to employers may ask to be put on our mailing list to receive information about job vacancies. For further information, please contact Human Resources at 900 Front Street, San Francisco, CA 94111, phone: 415-954-7222 or email at kgo-tv.hr@abc.com.

[Attachment A](#)

[Attachment B](#)

[Attachment C](#)